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Personnel Division
State of Montana
1990 salary survey
report

STATE OF MONTANA

1990

SALARY SURVEY

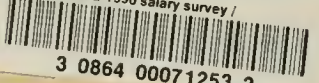
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STATE OF MONTANA

1990

SALARY SURVEY

Report Compiled and Prepared By:

**State Personnel Division
Department of Administration**

**John H. McEwen, Chief
Classification Bureau**

**Joyce Brown, Chief
Employee Benefits Bureau**

**Catherine Mason
Administrative Officer
Employee Benefits Bureau**

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I. INTRODUCTION

Every two years the State Personnel Division conducts a survey of salaries paid by Montana employers and by surrounding state governments. The purpose of the survey is to compare state employee's pay with pay provided by other employers.

The state must compete with other employers in the job market for qualified and experienced employees. In an increasingly complex environment, the quality of services provided by the state is impacted by the quality, experience and expertise of its workforce.

The survey is a snapshot of a dynamic and changing labor market. It is the information source used to determine if state compensation is competitive. The 1990 survey differs from previous surveys in that it includes benefit information and results from a more limited survey area recommended by the 1990 Committee on State Employee Compensation. This survey area is surrounding states (Idaho, Wyoming, North and South Dakota) plus the state of Washington which was considered by the Committee to be competing with Montana for employees.

II. SURVEY RESULTS

A. MONTANA'S SALARIES COMPARED TO SALARIES OF OTHER EMPLOYERS

1. Overall Comparison

Montana's overall competitive position with regard to salary is best described by a compa-ratio. This ratio compares Montana state average salaries to the average salaries of other employers for similar jobs. The overall compa-ratio for other in-state employers for 1989 is 90.7 percent. This means the state of Montana pays, on the average, 90.7 percent of what other Montana employers pay for similar jobs. Montana pays 79.4 percent of the average salaries paid by the 12 states surveyed, 82 percent of the average salaries paid by the 12 states combined with Montana employers, and 87.3 percent of the average salaries paid by the 5 states combined with Montana as recommended by the Pay Committee.

If you worked for the state of Montana and your monthly salary was \$1000 per month, you could generally expect to increase your monthly salary by \$259.45 per month if you worked for another state government in the 12-state survey, \$145.48 per month if you worked for an employer in the 5-state survey combined with Montana area and \$102.54 per month if you worked for another employer located in Montana. However, the percentage

increase you could expect would vary with your grade level as described in Section 2.

2. Comparison By Grade

Generally, the state of Montana must compete in a broader market, including surrounding states, for mobile professionals and managers and more locally, within the state, for less mobile clerical and semi-skilled employees.

Graph #1, Montana Average Salaries Compared to 12-State Survey Average Salaries, shows for each grade the relationship of average Montana State employee salaries compared to average salaries in the twelve-state market (including Montana employers). Graph #2, Montana Average Salaries Compared to 5-State Survey, shows the relationship of average Montana State salaries compared to average salaries in the 5-state market (including Montana employers). Graph #3, State of Montana Average Salaries Compared to Other Montana Employers' Average Salaries shows the comparison to other Montana employers only. All three graphs illustrate that salaries for positions below grade 12 (clerical and semi-skilled) are closer to the going rates for all market areas than positions above grade 12 (professional and/or administrative). For the combined markets, (graph #1 and #2), this is partially due to inclusion of more out-of-state jobs in the salary survey for upper grades, but as graph #3 shows upper grades are farther behind market rates in the Montana only market. This is due to salary compression.

Salary compression is a narrowing of the percentage differences between upper and lower salaries. This has resulted from flat dollar additions to the salary matrix rather than straight percentage additions which preserve the relationship between grades. Upper grades (12-22) have consequently fallen further behind market salaries for similar jobs than the lower grades that have not experienced this compression.

3. Comparison By Step

The previous graphs show where average state salaries lie in comparison to market salary rates for similar jobs in various markets. These averages, however, do not represent typical state employees' actual salaries because most employees are paid near the entry level, step 2 or toward the upper end of the pay scale at steps 12 and 13 with very few employees actually paid near the middle of the salary range. Forty-four percent (44 percent)

of state employees are paid at step two or three of the salary matrix while a smaller group of employees, seventeen percent (17 percent), are clustered at step twelve of the pay matrix.

4. Comparison by Occupation

Comparison of average state salaries and average salaries of surveyed employees by benchmark classes are presented in the attached appendix. For each job class surveyed, the appendix provides information on each the Montana State salary range and average salary compared to the average salary of other employers (compa-ratio). The compa-ratio is shown for: 1) Montana employers; 2) 12 surrounding state governments; 3) 12-state governments plus Montana; and 4) 5-state governments plus Montana.

For example, on the page illustrating grade 11 in the appendix, the average monthly salary of Engineering Tech I's employed by the state is shown as \$1382. The range of Montana salaries in this occupation and others in grade 11 is from \$1341 to \$1853 per month. The compa-ratio (actual/market) of 89.9 percent is the comparison of the state's actual average salary of \$1382 per month to the survey weighted average of \$1537 per month for other employers within Montana. For this job class, Montana State pays 89.9 percent of what other Montana employers pay. This same job is also compared to average salary offered by three other markets with a similar job. The comparison of the average salary of 12-state governments results in a compa-ratio of 63.6 percent, a comparison to the combination of 12-state governments and Montana employers results in a compa-ratio of 64 percent and a comparison to five-state governments and Montana results in a compa-ratio of 91.5 percent.

Montana state government pays significantly less for most occupations than either Montana employers or other state governments. Of those job classes with in-state matches, 61 percent have a state average salary that is less than 95 percent of the average salary paid by other employers. Of those job classes with other state government matches, 87 percent have an average salary that is less than 90 percent of the average salary paid by other state governments.

Most technical and professional occupations fall dramatically behind the 12-state market with a compa-ratio below 80 percent. The Lawyer II class, grade 15 is the occupation that is furthest behind market with a compa-ratio of 54.8 percent for combined 12-state market and 76.3 percent behind in the combined 5-state market. This occupation is closely followed by

Architect II's, Hydrologists, Right-of-Way Agent IV's and Survey Aide II's that are all 60 percent below the 12-state market.

B. CHANGES IN COMPETITIVE POSITION OVER THE LAST DECADE

The 1990 salary survey results show continued decline in Montana's ability to compete in the job market. In 1980, Montana's compensation was on average seven percent (7 percent) (compa-ratio of 93 percent) below the in-state market and approximately 11.5 percent (compa-ratio of 89.5 percent) below neighboring-states' pay.

Now Montana State average salaries lag those of in-state employers by 9.3 percent (compa-ratio of 90.7 percent). They lag those of 12 other state governments by 20.6 percent (compa-ratio of 79.4 percent). Although the job classes and employers surveyed have changed somewhat from the 1980 to 1990 surveys the two surveys are not directly comparable, the indicated decline in competitive position appears to reflect an actual decline.

C. MONTANA'S TOTAL COMPENSATION COMPARED TO SURROUNDING STATES

1. Comparison of Total Compensation Package - (Salary & Benefits)

This year's survey combines total average dollars provided for salaries and benefits by the state of Montana and compares this total compensation package to other states. This comparison is made to determine if Montana state government makes up in benefits what it lacks in salary.

The result of the survey indicates that Montana's total average benefits package (excluding workers' compensation and unemployment insurance) costs approximately \$7,414 dollars per full-time employee and is 36.56 percent of the average salary. The annual benefit contribution (\$7,414) is the second lowest of twelve states, as shown in chart #4, "Comparison of Annual Benefit and Salary Contributions." Adding benefit dollars to salary dollars does not produce a more competitive compensation package. Montana's average annual total compensation package of \$27,695 ranks above only South Dakota's (\$25,118) and is well below the average for all surveyed states. See chart #5, Comparison of Total Compensation. As discussed in the next section, however, this picture may be misleading.

2. Comparison of the Value of Health Benefits

Total employer dollars spent on salary and benefits is an easy way to compare total compensation packages. However, in the case of benefits, the amount of money spent by the employer is not a good measure of the benefits provided to the employee.

A better measure of the value of health insurance benefits is the average out-of-pocket expenses of employees for premiums, and maximum out-of-pocket expenses for deductibles and co-payments (medical expenses not covered by the plan).

Comparison of premiums (chart #6) shows that Montana State employees make no out-of-pocket contribution to premiums for employee only coverage while employees of 8 of the 12 surveyed states make some contribution. Employees of three states contribute over \$40.00 per month. For family coverage, state of Montana employees contribute less than 8 of the 12 states surveyed and continue to do so after the \$10 increment effective September 1, 1990, (after the survey), bringing the employee family contribution to \$53.00. Employee contributions required by the 8 high-contributing states range from \$79.83 to \$222.25 with most in the \$100 per month vicinity.

Comparison of benefit packages show that Montana benefits compare favorably with those of other states spending more money. This is shown by maximum annual out-of-pocket expenses that could be experienced by individuals and families through deductible and co-payment requirements. See chart #7, Comparison of Out-of-Pocket Expenses. Under the Montana State plan, an individual employee's annual out-of-pocket expenses are limited to \$650 annually and family expenses are limited to \$1450 annually. Beginning September 1, 1990, (after the survey), the maximum out-of-pocket costs increased to \$800 annually for individuals and to \$1775 annually for families.

Even with these post-survey changes, Montana's out-of-pocket maximums for individuals (\$800) will move Montana from lowest maximum out-of-pocket expenses to a tie with South Dakota for second lowest maximum. Oregon offers the lowest out-of-pocket maximum of \$700 per individual. The Montana State plan's out-of-pocket expense maximum for families was second lowest at the time of the survey and after the post-survey increase will be fourth lowest assuming other states have not increased their maximums.

3. Comparison of the Value of Retirement Benefits

A comparison of contributions by states to retirement benefits puts Montana fifth lowest with a State contribution of 6.42 percent of salary. See chart #8, Part 1, Comparison of Retirement Benefits. The states of Washington, Minnesota and South Dakota currently contribute less than Montana, while the leader, New Mexico contributes twice as much at 13.8 percent.

Retirement benefits should also be measured by the benefits received and not just by the actual cost to the employer.

As indicated in Chart 8, Part 2, Montana's pension benefit is 1.78 times the years of service times the final average salary ($1.78 \times \text{yrs} \times \text{FAS}$). The final average salary is determined to be the highest salary ever received for 36 consecutive months of service.

Comparing benefit formulas or the multiplier that determines the benefit rate of return, Montana's rate of 1.78 percent is greater than five of the twelve states, Minnesota at 1.5 percent, South Dakota at 1.25 percent, Oregon and Idaho at 1.67 percent and North Dakota at 1.65 percent. The leader is New Mexico with 2.50 percent.

Of the seven states with more favorable formulas, two (Colorado and Nevada) have no social security benefits and one (Utah) is integrated with social security. This integration results in receiving less benefit than if both plans are paid separately. Montana's pension plan is not integrated, so the result is receiving maximum benefits from each plan.

The largest determining factor for retirement benefit is the final average salary. Since Montana's salaries are lower than most states, the actual retirement benefit received by employees can be less than those states with a less favorable retirement formula and higher salaries.

Montana's and Wyoming's retirement plans are the only two plans of the states surveyed that permit early retirement at age 50. However, the State of Wyoming has a more substantial reduction. See Chart #8, Comparison of Retirement Benefits.

The Montana plan also provides a disability retirement benefit. Only two of the 12 surveyed states (Nevada and Oregon) provide a comparable disability retirement benefit. Seven of the twelve states surveyed do not offer any type of disability retirement while three states offer a limited program.

It should be noted that in exchange for the favorable benefits received, Montana State employees make the third highest percentage contribution behind only New Mexico and Colorado (a no social security state). Montana State employees' contribution is scheduled to increase to 6.7 percent by July 1, 1993, equal to New Mexico.

III. SURVEY DESIGN & METHODOLOGY

A. SURVEY QUESTIONS

Questions on employee benefits were added to the survey questionnaire to compare the state's total compensation of salary and benefits to compensation provided by other employers.

Since private sector benefit packages are not comparable to public sector benefit packages due to profit sharing options etc., a comparison of benefits was restricted to other state governments. The information provided in response to the survey was supplemented by the 1990 National State Employee Health Benefit Plan Survey, 1989 Survey of State Employee Benefit Plans by the Martin E. Segal, Co. and the 1989 Joint Publication of the National Association of State Retirement Administrators and National Council on Teacher Retirement.

B. JOB CLASS SALARY SURVEY

The function of this year's survey was to provide a data base that could be relied upon by an interim committee created in the 1989 legislative session to study state employee compensation issues. The survey was designed for possible use in developing a new pay matrix and data was consequently tabulated for grades rather than Equal Employment Opportunity occupational categories as in the previous survey. Due to the changes that were made in this salary survey, comparisons to previous survey data should be made with caution.

Since there are more than 1550 different job classifications available within state employment, the survey selected "benchmark" positions that represented a mix of occupations and skills found in the state's workforce. The resulting ninety benchmark positions represented jobs in various occupational categories and grade levels. These occupations are used by the following types of employers:

Construction, Manufacturing and Mining
Utilities
Restaurants and Retail

Transportation
Wholesale trade
Service/Hotels

Banking, Finance and Real Estate
Cities and Counties
Hospitals and Health Care
Other State Governments

Education
Engineers/Architects
Retail

C. Survey Methodology

Classes surveyed included a diverse mix of occupations and skill levels that required a sampling technique called a stratified random sample. This two-step process first separated jobs that could be matched to occupations within the state and then directed those jobs to specific types of employers that would more than likely have similar jobs.

Surveys were mailed to 560 in-state companies in industries that were identified as having possible matches to state jobs. In addition to the in-state companies, surveys were also mailed to twelve other state governments located in the western geographic region of the United States. The 1990 surveyed states were North Dakota, Colorado, Arizona, Wyoming, Nevada, South Dakota, Minnesota, Oregon, Utah, Washington, Idaho and New Mexico. This differs from the 1989 survey that did not include South Dakota, Oregon and Washington.

The 1989 salary survey response rate from in-state companies consisted of a thirty percent return rate (173 companies responded to the 561 questionnaires) and a one hundred percent (12 of 12) rate of return was achieved from other state governments.

D. SALARY COMPARISONS

Comparisons between average state salaries and average survey salaries are reported as "compa-ratios." This is actual average salaries paid to state employees divided by weighted survey average salaries. The weighted survey average consists of total salaries paid for each job divided by the number of employees in that job.

The survey data results were separated into various market areas for comparisons:

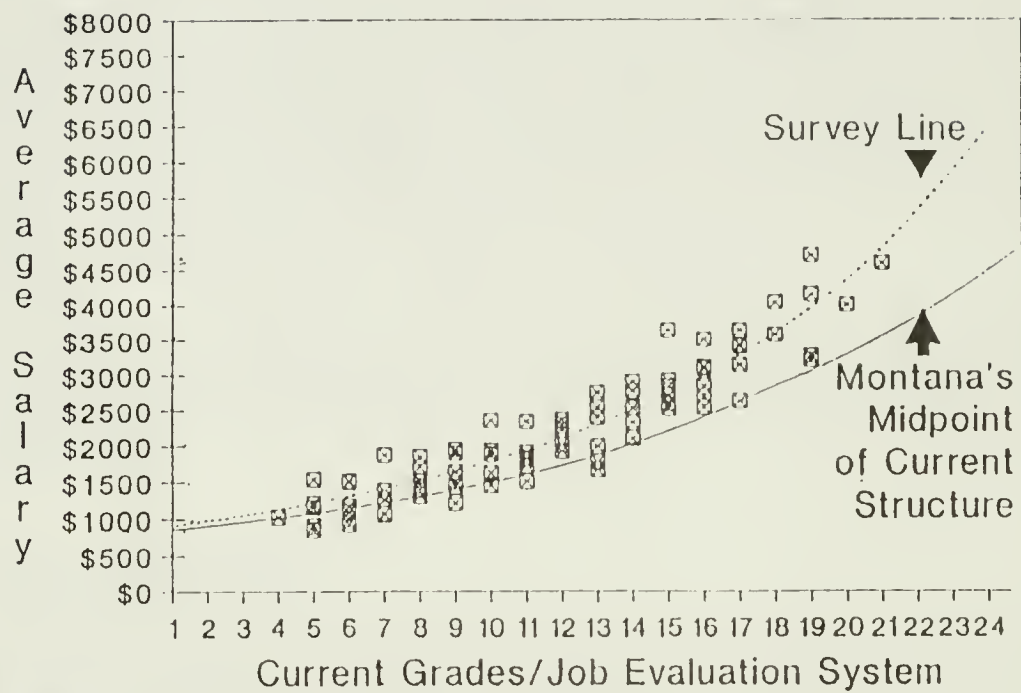
1. Employers Within Montana - This market is the smallest geographical area and considered the "local market area." It is defined as employers within the state of Montana only. This includes both private and public employers.
2. Twelve State Governments - This market includes data from all twelve state governments but NOT employers from within Montana.

3. Combined Twelve & Montana - This market includes data from all twelve state governments along with employers from within Montana. This represents the largest geographical region.
4. Combined Five & Montana - This market includes data from five states (North Dakota, South Dakota, Wyoming, Idaho and Washington) along with employers from within Montana. This is the market considered by the Committee on State Employee Compensation to be the most appropriate.

Attached in the appendix is a chart comparing each job classification to the various markets. It is important to note that only 35 job matches were achieved for both in-state and out-of-state employers so that the combined market figures for a single job class typically reflect only one market. Along with the job class compa-ratio, an average compa-ratio is provided for each grade. The combined market compa-ratios for entire grades better reflect combined markets except for grades 18 and above. For job classes at these grades, only out-of state matches are possible because there are no in-state counterparts.

GRAPH #1

State of Montana Average Salaries Compared To 12-State Survey Average Salaries



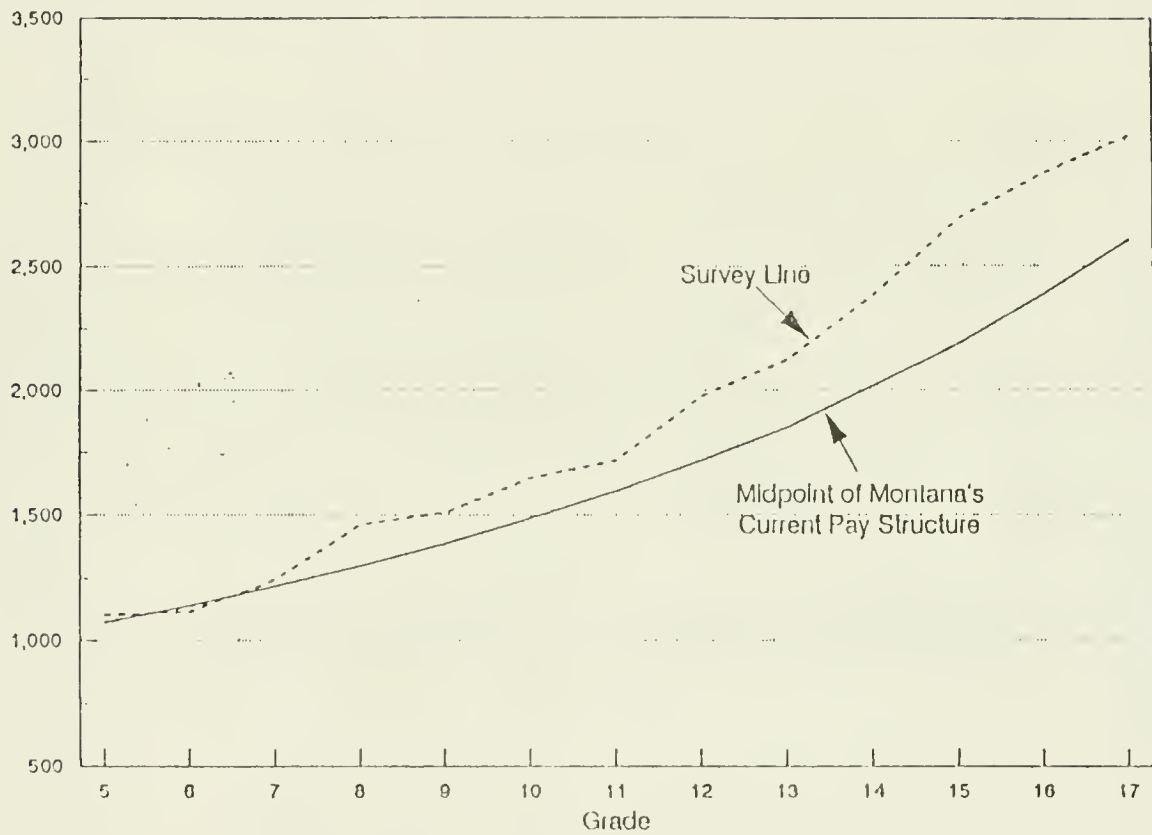
Dots Represent Jan 1990 Survey Results

Source: The Waters Consulting Group, Dallas, Texas

GRAPH #2

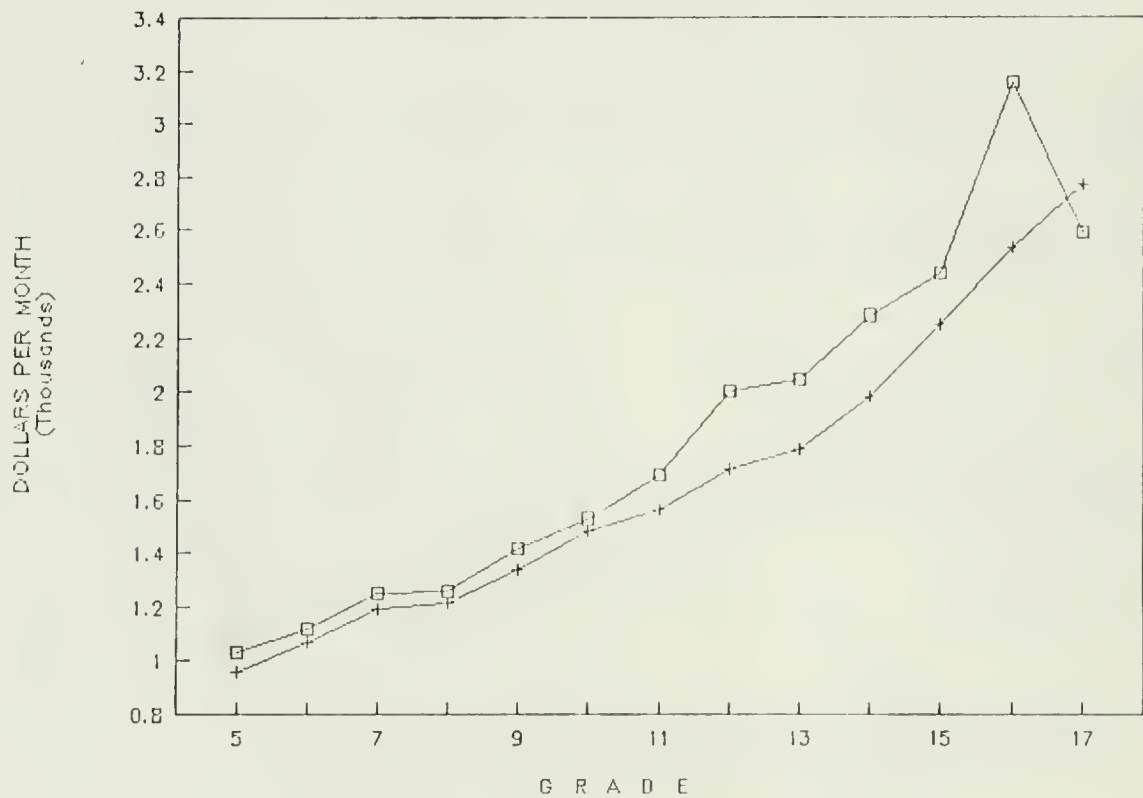
State of Montana Average Salaries Compared To 5-State Survey Average Salaries

Average Salary In Dollars Per Month



GRAPH #3

State of Montana Average Salaries Compared To Other Montana Employer's Average Salaries



Square = Montana Employers Average Salaries
Plus = State of Montana Average Salaries

CHART #4

COMPARISON OF ANNUAL BENEFIT AND SALARY CONTRIBUTIONS

State	Health/Dental/Life	Retirement Plan	Annual/Holiday/Sick	FICA	Total Benefit Package	Average Salary	Ave. Salary & Benefits
MT	\$1,560 7.69%	\$1,301 6.42%	\$3,002 14.80%	\$1,551 6.65%	\$ 7,414 36.56%	\$20,281	\$27,695
ND	\$2,395 12.00%	\$1,820 9.12%	\$2,840 14.23%	\$1,527 7.65%	\$ 8,582 43.00%	\$19,956	\$28,538
CO	\$ 972 3.44%	\$3,446 12.20%	\$3,658 12.95%	\$ 0 0.00%	\$ 8,076 28.59%	\$28,248	\$36,324
AZ	\$2,790 12.40%	\$ 450 2.00% *	\$3,128 13.90%	\$1,721 7.65%	\$ 8,089 35.95%	\$22,500	\$30,589
WY	\$1,338 6.00%	\$1,672 7.50%	\$3,121 14.00%	\$1,706 7.65%	\$ 7,837 35.15%	\$22,296	\$30,133
NV	\$2,050 8.19%	\$4,181 16.70%	\$3,330 13.30%	\$ 0 0.00%	\$ 9,561 38.19%	\$25,036	\$34,597
SD	\$1,033 5.46%	\$ 946 5.00%	\$2,763 14.60%	\$1,448 7.65%	\$ 6,190 32.71%	\$18,928	\$25,118
MN	\$2,966 10.60%	\$1,427 5.10%	\$4,421 15.80%	\$2,140 7.65%	\$10,954 39.15%	\$27,979	\$38,933
OR	\$3,148 13.00%	\$1,453 6.00%	\$3,390 14.00%	\$1,853 7.65%	\$ 9,844 40.65%	\$24,216	\$34,060
UT	\$2,891 12.15%	\$2,813 11.82%	\$3,664 15.40%	\$1,820 7.65%	\$11,188 47.02%	\$23,795	\$34,983
WA	\$3,093 11.70%	\$1,613 6.10%	\$3,463 13.10%	\$2,022 7.65%	\$10,191 38.55%	\$26,436	\$36,627
ID	\$1,778 7.30%	\$2,165 8.89%	\$3,386 13.90%	\$1,863 7.65%	\$ 9,192 37.74%	\$24,357	\$33,549
NM	\$2,216 10.60%	\$2,891 13.83%	\$3,052 14.60%	\$1,599 7.65%	\$ 9,758 46.68%	\$20,904	\$30,662
Average	\$2,172 9.27%	** \$1,810 7.98%	\$3,324 14.20%			\$23,456	\$30,966

* Temporarily reduced due to over funding. Normal percent is 7%.

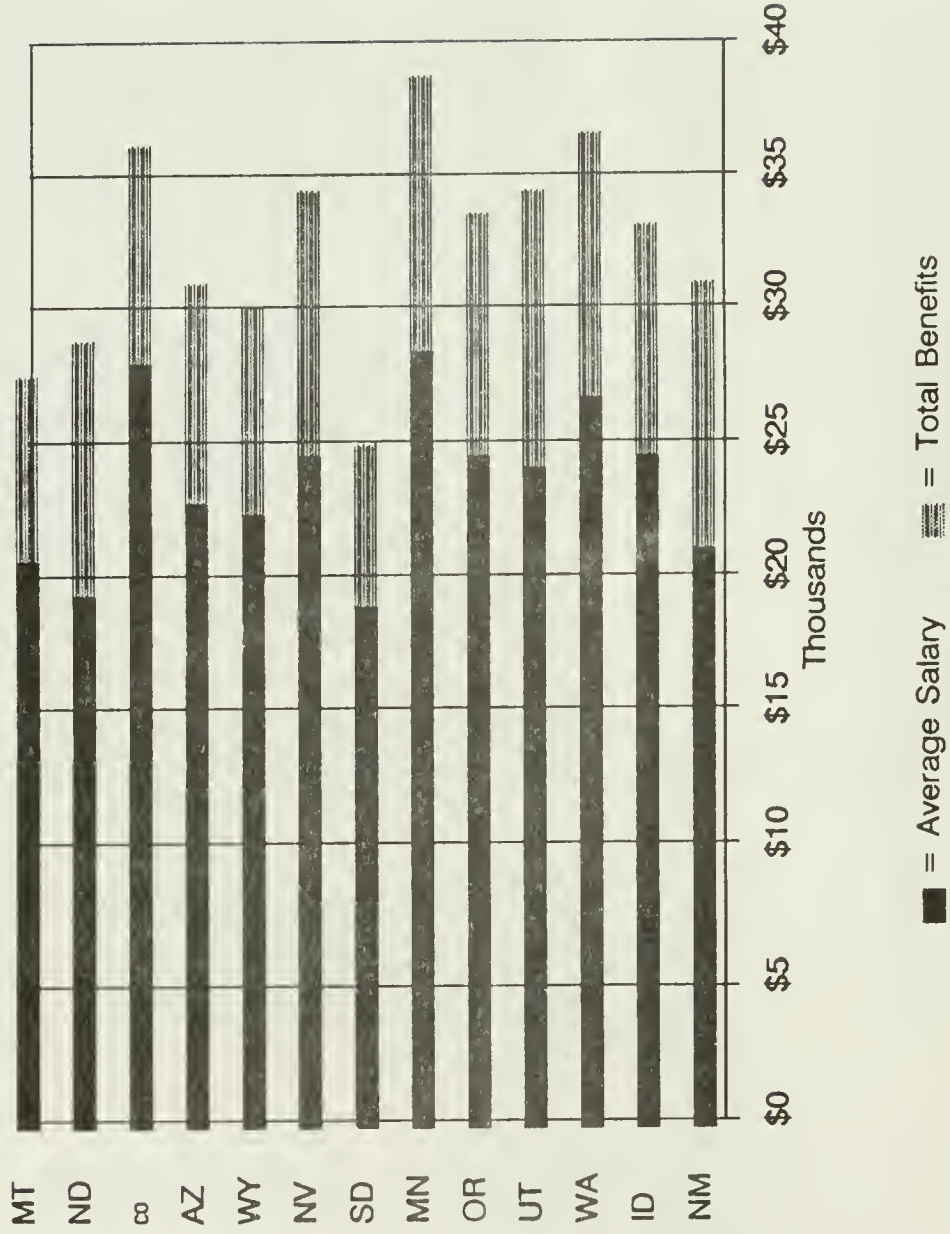
** Excludes CO & NV whose contribution's are unusually high because they do not contribute to Social Security.

CHART #5

COMPARISON OF TOTAL COMPENSATION

SALARY AND BENEFITS

Survey Results



State of Montana Survey, January 1990

CHART #6

COMPARISON OF PREMIUMS

STATE OF MONTANA SURVEY
Survey Results
January 1990

Survey Participant	Medical Plan - Largest Indemnity (Reimbursement for Services)			Employee Contribution	
	Employer Contribution		Employee Only	Employee & Family	
	Employee Only	Employee & Family		Employee Only	Employee & Family
MT - 1990	\$ 99.00	\$ 112.80		\$ 0.00	\$ 43.20
MT - 1991	\$ 119.00	\$ 132.80		\$ 0.00	\$ 53.20
ND	\$ 99.82	\$ 280.39		\$ 0.00	\$ 0.00
CO	\$ 65.68	\$ 65.68		\$ 43.08	\$ 222.25
AZ	\$ 137.20	\$ 288.22		\$ 11.00	\$ 90.00
WY	\$ 100.00	\$ 100.00		\$ 18.20	\$ 179.06
NV	\$ 168.50	\$ 168.50	**	\$ 0.00	\$ 120.00
SD	\$ 79.97	\$ 79.97	**	\$ 0.00	\$ 171.00
MN	\$ 89.94	\$ 208.61	*	\$ 40.60	\$ 79.83
OR	\$ 146.62	\$ 230.14	**	\$ 0.00	\$ 0.00
UT	\$ 101.00	\$ 278.06	**	\$ 11.22	\$ 30.89
WA	\$ 106.72	\$ 293.98	**	\$ 0.00	\$ 0.00
ID	\$ 110.50	\$ 110.50		\$ 1.00	\$ 95.99
NM	\$ 80.36	\$ 214.87		\$ 43.27	\$ 115.72

* Rates vary by plan and by county. Rates listed above represent Twin Cities Indemnity Plan.

** Data obtained from 1990 National State Employee Health Benefit Plan Survey conducted by the Martin E. Segal Co.

CHART #7

COMPARISON OF OUT-OF-POCKET EXPENSES

STATE OF MONTANA SURVEY Survey Results January 1990

Survey Participant	Annual Individual Deductible	Annual Family Deductible	Co-Insurance Each Plan Member Must Pay	Individual Co-Insurance Maximum	Family Co-Insurance Maximum	Annual Out-of-Pocket Maximum Individual	Annual Out-of-Pocket Maximum Family
MT - 1990	\$ 150	\$ 450	20%	\$ 500	\$ 1,000	\$ 650	\$ 1,450
MT - 1991	\$ 175	\$ 525	25%	\$ 625	\$ 1,250	\$ 800	\$ 1,775
ND	\$ 150	\$ 450	20%	\$1,000	\$ 2,000	\$1,150	\$ 2,450
CO	\$ 150	\$ 300	20%	\$1,000	\$ 2,000	\$1,150	\$ 2,300
AZ	\$ 200	\$ 400	20%	\$ 800	\$ 2,600	\$1,000	\$ 3,000
WY	\$ 250	\$ 500	* 25%	* \$2,500	* \$ 5,000	* \$2,750	* \$ 5,500
NV	\$ 200	\$ 400	20%	\$7,500	** \$15,000	\$7,500	** \$15,000
SD	\$ 200	\$ 500	20%	\$ 600	** \$1,200	\$ 800	** \$1,600
MN	* \$ 300	* \$ 600	* 30%	* \$3,000	* \$6,000	* \$3,300	* \$6,600
OR	\$ 100	\$ 300	* 20%	* \$ 600	** \$1,200	*** \$ 700	** \$1,400
UT	\$ 0	\$ 0	30%/10% Hosp.	\$1,000	\$2,000	\$1,000	\$2,000
WA	\$ 100	\$ 300	* 20%	\$ 800	\$1,700	\$ 900	\$2,000
ID	\$ 110	\$ 330	20%	\$1,050	\$1,990	\$1,160	\$2,430
NM	\$ 125	\$ 375	20%	\$1,200	\$1,200	\$1,325	\$1,575

* Applies to services outside Preferred Provider Organization network, non-member medical care.

** Out-of-pocket maximum may be higher. Co-payment required for each family member.

*** Data obtained from 1990 National State Employee Health Benefit Plan Survey conducted by the Martin E. Segal, Co.

CHART #8 - PART 1

COMPARISON OF RETIREMENT BENEFITS

STATE OF MONTANA SURVEY Survey Results January 1990

Survey Participant	Employer Contribution	Employee Contribution	Years of Service For Full Vesting	Early Retirement		Full-Benefit Retirement	
				Minimum Age	Years of Service	Minimum Age	Years of Service
MT	*****6.42%	*****6.30%	5	50	or 25	60	or 30
ND	9.12%	*** 4.00%	5	*** 55		Age + Yrs Serv = 90	
CO	12.20%	8.00%	5	*** 60		55	and 30
AZ	* 2.00%	2.00%	5	*** None		62 or 60	and 10 and 25
WY	7.50%	3.75%	4	*** 50 **		60	
NV	19.00%	0.00%	10	*** None		55 or 60	and 30
SD	5.00%	5.00%	5	*** 55		60	and 25
MN	4.50%	4.34%	5	*** 55		62	and 30
OR	10.22%	6.00%	5/10	*** 55		55 or 58	and 30
UT	11.80%	0-6.00%	4	*** 60		65	or 30
WA	6.10%	5.00%	5	*** None		55	and 25
ID	8.90%	5.34%	5	*** None		Age + Yrs. Serv = 90	
NM	13.80%	6.70%	5	*** None		65	or 25

* Temporarily reduced due to over funding. Normal percent is 7%.

** 56% reduction in benefit.

*** Data obtained from 1989 Joint Publication of the National Association of State Retirement Administrators and National Council on Teacher Retirement.

**** Montana Employee Contribution is scheduled to change to 6.42% on 7/1/91, 6.55% on 7/1/92, and 6.7% on 7/1/93.

***** Montana Employer Contribution is scheduled to change to 6.55% on 7/1/92 and 6.7% on 7/1/93.

CHART #8 - PART 2

COMPARISON OF RETIREMENT BENEFITS

STATE OF MONTANA SURVEY Survey Results January 1990

Survey Participant	Pension Benefits Formula	Disability Retirement Ltd = Limited Y = Yes N = No	Number of Years in FAS* Calculation	Social Security Coverage Y = Yes N = No	Pension Benefit Reduced by Social Security Benefit Y = Yes N = No
MT	1.78 x YRS x FAS *	Y	3	Y	N
ND	1.65 x YRS x FAS	***	3	Y	***
CO	2.5% x yrs <20 + 1.25% x yrs > 20 x FAS	***	3	N	***
AZ	2% x YRS x FAS	***	3	Y	***
WY	2% x YRS x FAS	***	5	Y	***
NV	** 2.5% x YRS x FAS	***	3	N	***
SD	1.25 x YRS x FAS	***	3	Y	***
MN	1% x 10 YRS + 1.5% x YRS OVR 10 x FAS	***	5	Y	***
OR	1.67% x YRS x FAS	***	3	Y	***
UT	2% X YRS x FAS	***	3	Y	***
WA	2% x YRS x FAS	***	5	Y	***
ID	1.67% x YRS x FAS	***	5	Y	***
NM	2.5% x YRS x FAS	***	3	Y	***

* Final Average Salary.

** Maximum of 75% of Salary.

*** Data obtained from 1989 Joint Publication of the National Association of State Retirement Administrators and National Council on Teacher Retirement.

STATE OF MONTANA

Salary Survey Results

January 1990

Class Number	Gr.	Class Title	MONT. STATE EMPLOYEES			EMPLOYERS WITHIN MONTANA			TWELVE STATE GOVERNMENTS				COMBINED TWELVE + MONT.			COMBINED FIVE + MONT.		
			Actual Average	Pay Structure		# of Org.	# of Empl.	Comp. Actual	Survey Wgtd. Salary	# of Org.	# of Empl.	Comp. Actual	Survey Wgtd. Salary	Comp. Actual	Survey Wgtd. Salary	Comp. Actual	Survey Wgtd. Salary	
				Range	Max													
				Min	Max													
213002	5	DATA ENTRY OPER I	999	898	1,250	11	36	83.6%	1,196	**				83.5%	1,196*	83.5%	1,196*	
219005	5	OFFICE CLERK II	963	898	1,250	21	106	84.0%	1,147	**				84.0%	1,147*	84.0%	1,147*	
249005	5	LIBRARY CLERK I	947	898	1,250	8	32	108.0%	877	5	185	57.6%	1,645	61.8%	1,531	60.0%	1,579	
311001	5	FOOD SRVCS WRKR I	955	898	1,250	43	352	106.6%	896	**				106.6%	896*	106.6%	896*	
353002	5	TOUR GUIDE I	938	898	1,250	**				3	5	111.4%	842	111.3%	842*	111.3%	842*	
219004	4	OFFICE CLERK I	901	845	1,178	15	63	88.8%	1,015	**				88.8%	1,015*	88.8%	1,015*	

* Indicates job match in one survey area only.
 ** Indicates no job match.

AVERAGE COMPA-RATIOS OF JOB MATCHES FOR GRADE 5 - 4
 Approximately 203 Full-Time Employees in Grade 5-4 (Excluding University System)

92.9% 78.8% 86.1% 87.0%

STATE OF MONTANA

Salary Survey Results

January 1990

Class Number	Gr.	Class Title	MONT. STATE EMPLOYEES			EMPLOYERS WITHIN MONTANA			TWELVE STATE GOVERNMENTS			COMBINED			COMBINED		
			Pay Structure			Participants			Participants			TWELVE + MONT.			FIVE + MONT.		
			Actual Average	Range Min	Range Max	# of Org.	# of Empl.	Comp. Actual Market	Survey Wgt'd. Salary	# of Org.	# of Empl.	Comp. Actual Market	Survey Wgt'd. Salary	Comp. Actual Market	Survey Wgt'd. Salary	Comp. Actual Market	Survey Wgt'd. Salary
219006	6	ADMIN CLERK I	1,027	956	1,329	40	346	88.9%	1,155			88.9%	1,155*	88.9%	1,155*	88.9%	1,155*
231002	6	MAIL CLERK II	1,068	956	1,329	8	12	108.7%	982			108.8%	982*	108.8%	982*	108.8%	982*
316002	6	LAUNDRY WORKER I	1,072	956	1,329	31	143	116.2%	923			116.1%	923*	116.1%	923*	116.1%	923*
372002	6	SECURITY GUARD I	1,039	956	1,329	**				11	894	68.7%	1,513	68.7%	1,513*	82.3%	1,262*
382101	6	CUSTODIAN I	1,077	956	1,329	79	543	99.7%	1,081			99.7%	1,081*	99.7%	1,081*	99.7%	1,081*
899016	6	LABORER II	1,073	956	1,329	8	28	72.1%	1,487			72.1%	1,487*	72.1%	1,487*	72.1%	1,487*
979001	6	MICROFILM CLERK I	1,119	956	1,329	**				10	100	96.9%	1,155	96.9%	1,155*	97.9%	1,143*

* Indicates job match in one survey area only.

** Indicates no job match.

COMPA-RATIOS FOR GRADE 6

Approximately 356 Full-Time Employees in Grade 6 (Excluding University System)

94.5%

85.6%

90.1%

96.0%

STATE OF MONTANA

Salary Survey Results

January 1990

Class Number	Gr.	Class Title	MONT. STATE EMPLOYEES			EMPLOYERS WITHIN MONTANA			TWELVE STATE GOVERNMENTS			COMBINED			COMBINED		
			Pay Structure			Participants			Participants			TWELVE + MONT.			FIVE + MONT.		
			Actual Average	Range Min	Range Max	# of Org.	# of Empl.	Comp. Actual	Survey Wgt.	Survey Wgt.	Survey Wgt.	Compa Actual	Survey Wgt.	Survey Wgt.	Compa Actual	Survey Wgt.	Survey Wgt.
201001	7	SECRETARY I	1,137	1,020	1,416	50	136	89.1%	1,276			89.1%	1,276*		89.1%	1,276*	
213004	7	DATA ENTRY OPER III	1,136	1,020	1,416	15	30	87.9%	1,292			88.0%	1,292*		88.0%	1,292*	
219002	7	ACCOUNTING CLERK II	1,226	1,020	1,416	61	145	106.3%	1,259			97.4%	1,259*		106.3%	1,259*	
219007	7	ADMIN CLERK II	1,155	1,020	1,416	34	234	84.3%	1,369			84.4%	1,369*		84.4%	1,369*	
315001	7	COOK I	1,119	1,020	1,416	46	126	105.3%	1,063			105.3%	1,063*		105.3%	1,063*	
354001	7	HOME ATTENDANT	1,294	1,020	1,416	**				747	120.9%	121.0%	1,070		124.3%	1,041*	
355201	7	RESIDENT CARE AIDE I	1,126	1,020	1,416	**				1,446	107.4%	107.4%	1,049		112.2%	1,004*	
441004	7	FORESTRY WORKER II	1,360	1,020	1,416	**				146	73.0%	73.0%	1,864		81.0%	1,679*	

* Indicates job match in one survey area only.
 ** Indicates no job match.

COMPA-RATIOS FOR GRADE 7
 Approximately 677 Full-Time Employees in Grade 7 (Excluding University System)

94.0%

94.9%

93.3%

96.8%

STATE OF MONTANA

Salary Survey Results

January 1990

Class Number	Gr.	Class Title	MONT. STATE EMPLOYEES			EMPLOYERS WITHIN MONTANA			TWELVE STATE GOVERNMENTS			COMBINED TWELVE + MONT.			COMBINED FIVE + MONT.		
			Pay Structure			Participants			Participants			Comp. Actual Market			Comp. Actual Market		
			Average	Range Min	Range Max	# of Org.	# of Empl.	Survey Wgt'd. Salary	# of Org.	# of Empl.	Survey Wgt'd. Salary	Comp. Actual Market	Survey Wgt'd. Salary	Comp. Actual Market	Survey Wgt'd. Salary	Comp. Actual Market	Survey Wgt'd. Salary
018010	8	SURVEY AIDE II	1,169	1,089	1,510	**			7	499	2,020	57.8%	2,020*	89.1%	1,312*	89.1%	1,312*
029003	8	LABORATORY AIDE II	1,260	1,089	1,510	**			11	79	1,449	87.0%	1,449*	88.3%	1,427*	88.3%	1,427*
199051	8	RESEARCH AIDE II	1,129	1,089	1,510	**			6	42	1,583	71.3%	1,583*	71.0%	1,590*	71.0%	1,590*
201002	8	SECRETARY II	1,230	1,089	1,510	67	321	98.0%	**			98.0%	1,255*	98.0%	1,255*	98.0%	1,255*
205006	8	EMPLOYMENT ASSIST	1,172	1,089	1,510	**			8	134	1,506	77.8%	1,506	80.6%	1,454*	80.6%	1,454*
207002	8	DUPLICATING MACHIN	1,206	1,089	1,510	6	6	93.3%	10	109	1,566	77.0%	1,566	88.5%	1,363	88.5%	1,363
207007	8	WORD PROCESS OPER III	1,197	1,089	1,510	11	20	92.1%	**			92.1%	1,300*	92.1%	1,300*	92.1%	1,300*
219003	8	ACCOUNTING CLERK III	1,252	1,089	1,510	51	168	93.2%	**			93.2%	1,343*	93.2%	1,343*	93.2%	1,343*
219008	8	ADMIN CLERK III	1,239	1,089	1,510	26	107	90.0%	**			90.1%	1,376*	90.1%	1,376*	90.1%	1,376*
355202	8	RESIDENT CARE AIDE I	1,183	1,089	1,510	20	1,065	148.8%	10	2,952	1,561	75.8%	1,561	101.9%	1,161	101.9%	1,161
359002	8	COTTAGE LIFE ATTEN	1,180	1,089	1,510	**			8	612	2,016	58.5%	2,016*	59.1%	1,997*	59.1%	1,997*
413001	8	BRAND INSPECTOR II	1,204	1,089	1,510	**			8	116	1,695	71.0%	1,695	72.8%	1,654*	72.8%	1,654*
431003	8	FISH HATCHERY WRK	1,211	1,089	1,510	**			10	279	1,837	65.9%	1,837	76.4%	1,585*	76.4%	1,585*
899001	8	MAINTENANCE WRKR I	1,336	1,089	1,510	46	106	92.4%	**			92.4%	1,446*	92.4%	1,446*	92.4%	1,446*

* Indicates job match in one survey area only.
 ** Indicates no job match.

AVERAGE COMPA-RATIOS OF JOB MATCHES FOR GRADE 8
 Approximately 1,240 Full-Time Employees in Grade 8 (Excluding University System)

83.8%

78.1%

70.3%

98.1%

STATE OF MONTANA

Salary Survey Results

January 1990

Class Number	Gr.	Class Title	MONT. STATE EMPLOYEES			EMPLOYERS WITHIN MONTANA			TWELVE STATE GOVERNMENTS			COMBINED TWELVE + MONT.			COMBINED FIVE + MONT.		
			Pay Structure			Participants			Participants			Participants			Participants		
			Actual Average	Range Min	Range Max	# of Org.	# of Empl.	Comp. Actual Market	Survey Wgt'd. Salary	# of Org.	# of Empl.	Comp. Actual Market	Survey Wgt'd. Salary	# of Org.	# of Empl.	Comp. Actual Market	Survey Wgt'd. Salary
017006	9	DRAFTER II	1,287	1,165	1,614	18	21	78.5%	1,638	7	91	85.1%	1,512	83.8%	1,536	85.1%	1,512*
020013	9	STATISTICAL TECH I	1,332	1,165	1,614	**				7	101	86.0%	1,548	86.0%	1,548*	84.8%	1,571*
079001	9	LPN I	1,236	1,165	1,614	25	230	88.6%	1,395	**				88.6%	1,395*	88.6%	1,395*
160003	9	ACCOUNTING TECH I	1,365	1,165	1,614	37	70	94.2%	1,448	**				94.2%	1,448*	94.2%	1,448*
169007	9	ADMIN ASSISTANT I	1,342	1,165	1,614	**				8	1,324	71.1%	1,889	71.0%	1,889*	81.7%	1,643*
201003	9	SECRETARY III	1,310	1,165	1,614	38	154	87.7%	1,493	**				87.7%	1,493*	87.7%	1,493*
201009	9	SECRETARY, LEGAL II	1,299	1,165	1,614	14	26	92.0%	1,411	**				92.1%	1,411*	92.1%	1,411*
203019	9	WORD PROCESS TECH	1,325	1,165	1,614	**				11	704	81.7%	1,622	81.7%	1,622*	79.6%	1,666*
213006	9	DATA ENTRY SUPV II	1,466	1,165	1,614	7	8	75.7%	1,936	**				75.7%	1,936*	75.7%	1,936*
215004	9	PAYROLL TECHNICIAN	1,349	1,165	1,614	57	67	87.6%	1,540	**				87.6%	1,540*	87.6%	1,540*
355011	9	SPECIAL DUTY AIDE I	1,350	1,165	1,614	**				5	536	104.2%	1,295	104.2%	1,295*	98.5%	1,370*
382105	9	CUSTODIAL SUPV I	1,444	1,165	1,614	44	86	49.8%	2,903	**				100.8%	1,433*	100.8%	1,433*
922002	9	WAREHOUSE WORKER II	1,277	1,165	1,614	8	25	106.2%	1,202	**				106.2%	1,202*	106.2%	1,202*

* Indicates job match in one survey area only.

** Indicates no job match.

COMPA-RATIOS FOR GRADE 9

Approximately 802 Full-Time Employees in Grade 9 (Excluding University System)

80.4%

84.4%

88.6%

STATE OF MONTANA

Salary Survey Results

January 1990

MONT. STATE EMPLOYEES			EMPLOYERS WITHIN MONTANA			TWELVE STATE GOVERNMENTS			COMBINED			COMBINED		
Class Number	Gr.	Class Title	Pay Structure		Participants		Participants		Participants		Participants		Participants	
			Actual Average	Range Min Max	# of Org.	# of Empl.	# of Org.	# of Empl.	# of Org.	# of Empl.	# of Org.	# of Empl.	# of Org.	# of Empl.
020014	10	STATISTICAL TECH II	1,451	1,249 1,728	**	17	**	47	89.8%	1,615	89.8%	1,615*	89.2%	1,626*
079002	10	LPN II	1,424	1,249 1,728	17	133	99.2%	1,436	99.2%	1,436*	99.2%	1,436*	99.1%	1,436*
160004	10	ACCOUNTING TECH II	1,443	1,249 1,728	36	65	84.3%	1,712	84.3%	1,712*	84.3%	1,712*	84.3%	1,712*
166024	10	PERSONNEL TECH II	1,516	1,249 1,728	**	**	**	369	79.0%	1,918	79.0%	1,918	79.5%	1,901
169008	10	SEC/ADMIN I	1,472	1,249 1,728	27	93	102.2%	1,441	102.2%	1,441*	102.2%	1,441*	102.2%	1,441*
213054	10	COMPUTER OPER TECH	1,480	1,249 1,728	12	14	102.3%	1,447	102.3%	1,447*	102.3%	1,447*	102.3%	1,447*
249023	10	LIBRARY TECH II	1,449	1,249 1,728	14	52	140.8%	1,029	76.1%	1,903	77.7%	1,865	114.2%	1,269
372011	10	CORRECT'L OFFCR II	1,446	1,249 1,728	**	**	**	**	77.5%	1,866	77.5%	1,866*	100.4%	1,440*
413005	10	BRAND INSPECTOR SUPV I	1,551	1,249 1,728	**	**	**	29	66.1%	2,346	66.1%	2,346*	70.3%	2,207*
899003	10	MAINT WRKR III	1,544	1,249 1,728	29	96	95.9%	1,610	95.9%	1,610*	95.9%	1,610*	95.9%	1,610*

* Indicates job match in one survey area only.

** Indicates no job match.

AVERAGE COMPA-RATIOS OF JOB MATCHES FOR GRADE 10

Approximately 676 Full-Time Employees in Grade 10 (Excluding University System)

101.6%

76.8%

85.6%

91.0%

STATE OF MONTANA

Salary Survey Results

January 1990

Class Number	Gr.	Class Title	MONT. STATE EMPLOYEES			EMPLOYERS WITHIN MONTANA			TWELVE STATE GOVERNMENTS			COMBINED			COMBINED		
			Pay Structure			Participants			Participants			TWELVE + MONT.			FIVE + MONT.		
			Actual Average	Range Min	Range Max	# of Org.	# of Empl.	Comp. Actual Market	Survey Wgt'd. Salary	# of Org.	# of Empl.	Comp. Actual Market	Survey Wgt'd. Salary	Compa Actual Market	Survey Wgt'd. Salary	Compa Actual Market	Survey Wgt'd. Salary
005023	11	DESIGN TECHNICIAN II	1,522	1,341	1,853	**	8	1,019	65.8%	2,315	2,315	65.8%	2,315*	81.3%	1,873*	81.3%	1,873*
012040	11	OFFICE SYSTEMS TECH	1,470	1,341	1,853	6	6	83.0%	1,771	7	94	68.2%	2,155	88.2%	1,667	88.2%	1,667
018003	11	ENGINEERING TECH I	1,382	1,341	1,853	10	31	89.9%	1,537	10	1,302	63.6%	2,174	91.5%	1,511	91.5%	1,511
020015	11	STATISTICIAN I	1,676	1,341	1,853	**	**			11	104	88.6%	1,892	98.6%	1,700*	98.6%	1,700*
029006	11	LABORATORY TECH III	1,832	1,341	1,853	**	8	122	105.9%	1,730	8	105.9%	1,730*	123.8%	1,480*	123.8%	1,480*
041032	11	MICROBIOLOGIST I	1,507	1,341	1,853	**	9	21	83.7%	1,800	9	83.7%	1,800*	85.8%	1,756*	85.8%	1,756*
160013	11	ACCOUNTING SPEC I	1,604	1,341	1,853	7	20	89.0%	1,815	12	513	88.4%	1,815	91.7%	1,750	91.7%	1,750
168084	11	DRIVERS SRVCS SPEC	1,577	1,341	1,853	**	**			9	598	90.8%	1,736	95.8%	1,647*	95.8%	1,647*
191010	11	RIGHT/WAY AGENT II	1,563	1,341	1,853	**	11	127	67.1%	2,329	11	67.1%	2,329*	74.6%	2,097*	74.6%	2,097*
195081	11	ELIGIBILITY TECH II	1,588	1,341	1,853	**	9	2,565	88.8%	1,788	9	88.8%	1,788*	82.6%	1,922*	82.6%	1,922*
201005	11	SECRETARY/ADM II	1,683	1,341	1,853	26	1,782	98.0%	1,717	**	**	98.0%	1,717*	98.0%	1,717*	98.0%	1,717*
213046	11	COMPUTER OPER II	1,331	1,341	1,853	12	27	88.8%	1,499	**	**	88.8%	1,499*	88.8%	1,499*	88.8%	1,499*

* Indicates job match in one survey area only.

** Indicates no job match.

AVERAGE COMPA-RATIOS OF JOB MATCHES FOR GRADE 11

Approximately 716 Full-Time Employees in Grade 11 (Excluding University System)

89.7%

79.7%

90.9%

STATE OF MONTANA

Salary Survey Results

January 1990

MONT. STATE EMPLOYEES			EMPLOYERS WITHIN MONTANA			TWELVE STATE GOVERNMENTS			COMBINED			COMBINED		
			Pay Structure			Participants			TWELVE + MONT.			FIVE + MONT.		
			Actual	Range	Max	# of	Comp.	Survey	Compa	Survey	Compa	Compa	Survey	Survey
Class	Gr.	Class Title	Average	Min		Org.	Empl.	Actual	Market	Wgt.	Actual	Actual	Wgt.	Market
Number										Salary			Salary	Salary
005014	12	CIVIL ENGINEERING SPEC	1,413	1,442	1,994	6	14	68.2%	2,072		68.2%	68.2%	2,072*	2,072*
005024	12	DESIGNER I	1,689	1,442	1,994	1	2	87.8%	1,923		79.2%	79.2%	2,132	1,898
022013	12	CHEMIST II	1,595	1,442	1,994	**					76.5%	76.5%	2,086*	2,033*
075001	12	NURSE PROF I	1,633	1,442	1,994	24	980	74.5%	2,192		74.5%	74.5%	2,192*	2,192*
075034	12	MEDICAL RECORDS A	1,808	1,442	1,994	15	15	90.6%	1,996		90.6%	90.6%	1,996*	1,996*
100024	12	LIBRARIAN I	1,768	1,442	1,994	15	33	92.1%	1,919		74.8%	74.8%	2,364	1,981
160014	12	ACCOUNTING SPEC II	1,677	1,442	1,994	16	29	83.9%	1,999		77.1%	77.1%	2,175	2,043
160075	12	AUDITOR II	1,672	1,442	1,994	**					76.2%	76.2%	2,195*	2,033*
166003	12	EMPLOYMENT SRVCS	1,677	1,442	1,994	**					85.8%	85.8%	1,954*	1,929*
169010	12	ADMIN ASSISTANT IV	1,765	1,442	1,994	**					77.4%	77.4%	2,282*	2,163*
195082	12	ELIGIBILITY TECH SUPV	1,803	1,442	1,994	**					81.8%	81.8%	2,205*	2,206*
241212	12	UI CLAIMS SPEC I	1,655	1,442	1,994	**					81.4%	81.4%	2,034*	1,991*
413016	12	WILDLIFE AREA MGR I	1,972	1,442	1,994	**					98.5%	98.5%	2,002*	1,888*
899005	12	MAINTENANCE SUPV I	1,833	1,442	1,994	43	52	95.8%	1,913		95.8%	95.8%	1,913*	1,913*

* Indicates job match in one survey area only.

** Indicates no job match.

AVERAGE COMPA-RATIOS OF JOB MATCHES FOR GRADE 12

Approximately 856 Full-Time Employees in Grade 12 (Excluding University System)

85.8%

79.7%

80.9%

87.0%

STATE OF MONTANA

Salary Survey Results

January 1990

Class Number	Gr.	Class Title	MONT. STATE EMPLOYEES			EMPLOYERS WITHIN MONTANA			TWELVE STATE GOVERNMENTS			COMBINED			COMBINED		
			Pay Structure			Participants			Participants			TWELVE + MONT.			FIVE + MONT.		
			Actual Average	Range Min	Range Max	# of Org.	# of Empl.	Comp. Actual Market	Survey Wgtd. Salary	# of Org.	# of Empl.	Comp. Actual Market	Survey Wgtd. Salary	Compa Actual Market	Survey Wgtd. Salary	Compa Actual Market	Survey Wgtd. Salary
005015	13	CIVIL ENGINEERING SPEC	1,659	1,553	2,148	9	21	63.3%	2,622	11	534	65.4%	2,537	65.3%	2,540	71.5%	2,319
012008	13	PROGRMR/ANALYST I	1,618	1,553	2,148	10	14	90.5%	1,787	11	411	68.7%	2,354	69.3%	2,335	81.8%	1,978
018005	13	ENGINEERING TECH II	1,979	1,553	2,148	**	**			11	871	79.4%	2,492	79.4%	2,492*	91.0%	2,174*
040013	13	FORESTER II	1,895	1,553	2,148	**	**			10	278	80.4%	2,357	80.4%	2,357*	79.7%	2,377*
045011	13	VOCATIONAL REHAB COUN	1,707	1,553	2,148	**	**			10	232	86.3%	1,978	86.3%	1,978*	85.7%	1,995*
075002	13	NURSE PROF II	1,996	1,553	2,148	20	420	93.6%	2,133	10	399	88.6%	2,252	91.1%	2,191	93.8%	2,128
078007	13	RADLGCL TECHNLGST III	1,256	1,553	2,148	16	46	66.8%	1,879	9	24	54.4%	2,308	62.0%	2,026	66.8%	1,879
102002	13	CURATOR I	1,711	1,553	2,148	**	**			10	45	103.4%	1,655	103.4%	1,655*	100.5%	1,702*
132002	13	EDITOR II	2,117	1,553	2,148	**	**			10	107	89.6%	2,363	89.6%	2,363*	96.7%	2,191*
160015	13	ACCOUNTING SPEC III	1,854	1,553	2,148	20	31	87.9%	2,110	12	443	66.6%	2,783	67.7%	2,739	76.2%	2,433
166058	13	PERSONNEL SPEC II	1,790	1,553	2,148	**	**			12	201	70.8%	2,529	70.8%	2,529*	130.4%	1,437*
195017	13	PROBATION/PAROLE	1,787	1,553	2,148	**	**			11	636	82.3%	2,171	82.3%	2,171*	86.9%	2,060*
199058	13	RESEARCH SPEC II	1,759	1,553	2,148	**	**			7	140	72.1%	2,438	72.2%	2,438*	82.4%	2,170*
213047	13	COMPUTER OPER III	1,862	1,553	2,148	7	11	105.7%	1,761	**	**			105.8%	1,761*	86.6%	2,032*
379005	13	FISH & GAME WARDEN I	1,604	1,553	2,148	**	**			11	627	67.4%	2,379	67.4%	2,379*	105.7%	1,761*
431006	13	FISH HATCHERY SUPV I	2,049	1,553	2,148	**	**			12	83	86.0%	2,383	86.0%	2,383*	77.4%	2,071*
823006	13	COMMUNICATIONS TE	1,738	1,553	2,148	**	**			8	136	70.0%	2,483	70.0%	2,483*	89.5%	2,290*

* Indicates job match in one survey area only.

** Indicates no job match.

AVERAGE COMPA RATIOS OF JOB MATCHES FOR GRADE 13

Approximately 924 Full-Time Employees in Grade 13 (Excluding University System)

84.0%

78.3%

76.1%

83.3%

STATE OF MONTANA Salary Survey Results January 1990

			MONT. STATE EMPLOYEES				EMPLOYERS WITHIN MONTANA				TWELVE STATE GOVERNMENTS				COMBINED TWELVE + MONT.				COMBINED FIVE + MONT.			
			Pay Structure				Participants				Participants				Participants				Participants			
Class Number	Gr.	Class Title	Actual Average	Range Min	Range Max	# of Org.	# of Empl.	Comp. Actual Market	Survey Wgtd. Salary	# of Org.	# of Empl.	Comp. Actual Market	Survey Wgtd. Salary	# of Org.	# of Empl.	Comp. Actual Market	Survey Wgtd. Salary	# of Org.	# of Empl.	Comp. Actual Market	Survey Wgtd. Salary	
001006	14	ARCHITECT II	1,793	1,693	2,344	**				7	41	58.7%	3,056			58.7%	3,056*			67.1%	2,671*	
005016	14	CIVIL ENGINEERING SPEC	1,945	1,693	2,344	11	21	71.3%	2,727	**						71.3%	2,727*			71.3%	2,727*	
005026	14	DESIGNER III	2,168	1,693	2,344	**				7	702	74.1%	2,927			74.1%	2,927*			81.2%	2,672*	
024013	14	HYDROLOGIST	1,815	1,693	2,344	**				8	72	62.9%	2,886			62.9%	2,886*			68.5%	2,651*	
029023	14	ENVIRONMENTL SPEC	1,901	1,693	2,344	**				11	320	73.1%	2,599			73.1%	2,599*			74.3%	2,550*	
041056	14	FISH/W/LIFE BIOLOGIS	2,104	1,693	2,344	**				11	259	83.8%	2,510			83.8%	2,510*			91.2%	2,306*	
045014	14	GUIDANCE COUNSELO	1,826	1,693	2,344	3	10	69.6%	2,625	**						69.6%	2,625*			69.6%	2,625*	
045040	14	REHAB COUNSELOR SUPV	2,165	1,693	2,344	**				10	142	78.5%	2,760			78.5%	2,757*			86.5%	2,503*	
078008	14	MEDICAL TECHNLGST	2,190	1,693	2,344	14	61	102.5%	2,137	11	101	97.1%	2,255			99.1%	2,211			102.8%	2,132	
160016	14	ACCOUNTANT I	1,958	1,693	2,344	24	52	93.8%	2,086	**						93.8%	2,086*			93.9%	2,086*	
166026	14	EMPLOYMENT MGR I	2,236	1,693	2,344	**				12	92	86.3%	2,592			86.3%	2,592*			89.2%	2,505*	
168031	14	HLTH CARE FCLTY SR	1,842	1,693	2,344	**				10	182	79.7%	2,311			79.7%	2,311*			77.8%	2,366*	
168098	14	BUILDING CODES INSP	1,934	1,693	2,344	6	12	102.8%	1,881	8	60	84.1%	2,299			86.7%	2,229			97.0%	1,993	
169012	14	ADMIN OFFICER II	2,055	1,693	2,344	19	31	94.8%	2,167	7	558	75.6%	2,717			76.5%	2,688			97.2%	2,114	
191012	14	RIGHT/WAY AGENT IV	1,589	1,693	2,344	**				10	83	54.3%	2,924			54.3%	2,924*			58.6%	2,710*	
195114	14	SOCIAL WORKER, COM	1,872	1,693	2,344	**				10	1,988	84.6%	2,211			84.6%	2,211*			82.5%	2,269*	
196002	14	PILOT II	2,084	1,693	2,344	1	70	99.2%	2,100	11	35	77.0%	2,705			90.5%	2,302			94.6%	2,202	
375014	14	HWY PAT OFFCR II	2,122	1,693	2,344	**				10	2,575	84.2%	2,520			84.2%	2,520*			90.5%	2,345*	
378006	14	EMERGENCY MGMT SPEC II	2,007	1,693	2,344	**				11	41	88.7%	2,263			88.7%	2,263*			108.9%	1,843*	

* Indicates job match in one survey area only.

** Indicates no job match.

AVERAGE COMPA-RATIOS OF JOB MATCHES FOR GRADE 14

Approximately 989 Full-Time Employees in Grade 14 (Excluding University System)

89.9%

77.8%

77.7%

84.3%

STATE OF MONTANA Salary Survey Results January 1990

			MONT. STATE EMPLOYEES			EMPLOYERS WITHIN MONTANA			TWELVE STATE GOVERNMENTS			FIVE + MONT.					
			Pay Structure			Participants			Participants			TWELVE + MONT.					
Class Number	Gr.	Class Title	Actual Average	Range Min	Range Max	# of Org.	# of Empl.	Comp. Actual Market	Survey Wgtd. Salary	# of Org.	# of Empl.	Comp. Actual Market	Survey Wgtd. Salary	# of Org.	# of Empl.	Comp. Actual Market	Survey Wgtd. Salary
005017	15	CIVIL ENGINEERING SPEC	2,303	1,838	2,547	7	17	76.8%	2,998	**							
005054	15	ENVIRONMENTAL ENGINEER	2,268	1,838	2,547	**				10	318	70.4%	3,223	76.8%	2,998*	76.8%	2,998*
012010	15	PROGRAMR/ANALYST III	2,334	1,838	2,547	17	35	98.5%	2,369	11	835	79.8%	2,925	70.4%	3,223*	72.1%	3,147*
029019	15	FORENSIC SCIENTIST	2,187	1,838	2,547	**				10	100	67.5%	3,243	80.4%	2,902	87.2%	2,677
040015	15	FORESTRY PRGRM OFFCR	2,423	1,838	2,547	**				9	64	86.1%	2,815	67.5%	3,243*	76.1%	2,876*
075019	15	NURSE PUB HLTH CNS	1,984	1,838	2,547	**				7	70	76.7%	2,586	86.1%	2,815*	88.6%	2,734*
079056	15	HEALTH SRVCS PRGR	2,354	1,838	2,547	**				8	125	88.0%	2,675	76.7%	2,586*	94.1%	2,108*
110002	15	LAWYER II	1,974	1,838	2,547	12	24	85.7%	2,303	11	366	53.5%	3,691	88.0%	2,675*	87.6%	2,687*
160017	15	ACCOUNTANT II	2,177	1,838	2,547	18	32	84.7%	2,570	**				54.8%	3,606	76.3%	2,588
160114	15	BANK EXAMINER III	2,271	1,838	2,547	**				11	37	76.7%	2,960	84.7%	2,570*	84.7%	2,570*
161165	15	MANAGEMENT ANALYST	2,264	1,838	2,547	**				11	174	85.7%	2,641	76.7%	2,960*	81.7%	2,770*
165007	15	INFORMATION OFFCR	2,347	1,838	2,547	**				12	184	92.3%	2,542	85.7%	2,641*	91.5%	2,475*
166064	15	PERSONNEL OFFCR I	2,243	1,838	2,547	26	29	98.8%	2,269	12	89	86.7%	2,588	91.3%	2,542*	101.5%	2,313*
182005	15	FIELD PROJECT MGR	2,453	1,838	2,547	**				5	170	91.8%	2,673	89.4%	2,510	95.3%	2,355
191008	15	REVIEW APPRAISER	2,039	1,838	2,547	**				9	34	70.1%	2,909	91.8%	2,673*	88.7%	2,765*
195115	15	COMMUNITY SOC WRK	2,224	1,838	2,547	**				11	578	84.9%	2,619	70.1%	2,909*	70.4%	2,897*
199009	15	PLANNER V	2,236	1,838	2,547	6	7	105.5%	2,119	7	81	74.3%	3,010	84.9%	2,619*	80.0%	2,777*
375004	15	HWY PATROL LIEUT	2,461	1,838	2,547	**				10	192	67.9%	3,626	76.1%	2,939	95.4%	2,345
														67.9%	3,626*	72.7%	3,387*

* Indicates job match in one survey area only.

** Indicates no job match.

AVERAGE COMPARISONS OF JOB MATCHES FOR GRADE 15

Approximately 643 Full-Time Employees in Grade 15 (Excluding University System)

90.7%

77.2%

77.9%

84.0%

STATE OF MONTANA

Salary Survey Results

January 1990

Class Number	Gr.	Class Title	MONT. STATE EMPLOYEES			EMPLOYERS WITHIN MONTANA				TWELVE STATE GOVERNMENTS				COMBINED			
			Pay Structure			Participants				Participants				TWELVE + MONT.			
			Actual	Range	Max	# of	# of	Comp.	Survey	Org.	Empl.	Actual	Market	Compa	Survey	Compa	Survey
			Average	Min		Org.	Empl.	Actual	Wgtd.			Actual	Salary	Actual	Wgtd.	Actual	Salary
005018	16	CIVIL ENGINEERING SPEC	2,749	2,004	2,776	9	31	73.9%	3,725	11	570	73.9%	3,719	73.9%	3,719	86.3%	3,184
020057	16	SOFTWARE SPEC III	2,640	2,004	2,776	5	12	98.4%	2,683	11	161	78.2%	3,374	79.4%	3,326	86.8%	3,040
029035	16	ENVIRONMENTAL PRGR	2,459	2,004	2,776	**				9	146	77.4%	3,176	77.4%	3,176*	79.9%	3,077*
041061	16	FISH/W/LIFE REG MGR	2,667	2,004	2,776	**				11	116	86.1%	3,098	86.1%	3,098*	92.3%	2,891*
050005	16	ECONOMIST III	2,341	2,004	2,776	**				9	33	76.4%	3,066	76.4%	3,066*	81.0%	2,892*
075013	16	NURSE EXCEPTION	2,564	2,004	2,776	**				7	139	90.7%	2,826	90.7%	2,826*	89.4%	2,869*
099042	16	EDUCATION PRGRM REP	2,419	2,004	2,776	**				7	301	75.2%	3,218	75.2%	3,218*	80.3%	3,012*
160018	16	ACCOUNTANT III	2,485	2,004	2,776	20	46	81.2%	3,061	**				81.2%	3,061*	81.2%	3,061*
161008	16	BUDGET ANALYST EXE	2,251	2,004	2,776	**				11	95	67.3%	3,346	67.3%	3,346*	79.8%	2,822*
195066	16	HUMAN SRVCS MGR I	2,567	2,004	2,776	**				8	236	101.5%	2,528	101.5%	2,528*	109.0%	2,356*
199045	16	PLANNING MGR I	2,573	2,004	2,776	**				7	29	73.7%	3,490	73.7%	3,490*	88.2%	2,917*
199072	16	TELECOM SYS ANLYS	2,450	2,004	2,776	**				9	17	91.6%	2,674	91.6%	2,674*	93.5%	2,622*
379009	16	FISH & GAME WARDEN	2,730	2,004	2,776	**				10	94	89.0%	3,066	89.0%	3,066*	102.9%	2,653*

* Indicates job match in one survey area only.

** Indicates no job match.

AVERAGE COMPA-RATIOS OF JOB MATCHES FOR GRADE 16

Approximately 447 Full-Time Employees in Grade 16 (Excluding University System)

83.1%

80.9%

81.0%

88.5%

STATE OF MONTANA

Salary Survey Results

January 1990

Class Number	Gr.	Class Title	MONT. STATE EMPLOYEES			EMPLOYERS WITHIN MONTANA			TWELVE STATE GOVERNMENTS			TWELVE + MONT.			FIVE + MONT.		
			Pay Structure			Participants			Participants			Comp. Actual Market			Survey Wgt'd. Salary		
			Actual Average	Range Min	Range Max	# of Org.	# of Empl.	Comp. Actual Market	Survey Wgt'd. Salary	# of Org.	# of Empl.	Comp. Actual Market	Survey Wgt'd. Salary	Comp. Actual Market	Survey Wgt'd. Salary	Comp. Actual Market	Survey Wgt'd. Salary
040046	17	RESOURCE PRGRM MGR	2,748	2,185	3,022	**				9	150	87.9%	3,126	87.9%	3,126*	69.4%	3,960*
045117	17	PSYCHOLOGIST	2,558	2,185	3,022	**				11	119	75.7%	3,381	75.7%	3,381*	88.8%	2,881*
075026	17	NURSING SRVCS MGR	3,139	2,185	3,022	31	78	126.9%	2,473	11	99	114.7%	2,737	119.8%	2,621	125.2%	2,507
110003	17	LAWYER III	2,458	2,185	3,022	9	11	92.3%	2,664	7	117	80.5%	3,054	81.4%	3,020	79.1%	3,076
160108	17	ACCOUNTING/FS MGR	2,854	2,185	3,022	44	47	97.8%	2,981	12	136	83.4%	3,421	86.7%	3,292	93.6%	3,049
169014	17	ADMIN OFFICER V	2,718	2,185	3,022	11	36	119.5%	2,275	5	173	74.5%	3,648	79.7%	3,411	112.3%	2,420
169176	17	DATA PROCSS MGR III	2,905	2,185	3,022	18	33	111.2%	2,613	12	82	72.2%	4,026	80.2%	3,621	89.0%	3,265

* Indicates job match in one survey area only.

** Indicates no job match.

AVERAGE COMPA-RATIOS OF JOB MATCHES FOR GRADE 17

Approximately 234 Full-Time Employees in Grade 17 (Excluding University System)

108.7%

82.8%

86.2%

94.0%

STATE OF MONTANA

Salary Survey Results

January 1990

Class Number	Gr.	Class Title	MONT. STATE EMPLOYEES				EMPLOYERS WITHIN MONTANA				TWELVE STATE GOVERNMENTS				COMBINED TWELVE + MONT.				COMBINED FIVE + MONT.			
			Pay Structure				Participants				Participants				Compa				Compa			
			Actual Average	Range Min	Range Max		# of Org.	# of Empl.	Comp. Actual	Survey Wgted. Salary	# of Org.	# of Empl.	Comp. Actual	Survey Wgted. Salary	Actual Market	Survey Wgted. Salary	Actual Market	Survey Wgted. Salary	Actual Market	Survey Wgted. Salary	Actual Market	Survey Wgted. Salary
188053	22	ADM. TREATMENT SER	4,006	3,401	4,228		**				8	7	74.4%	5,386	74.4%	5,386*	79.2%	5,055*				
188052	21	ADMIN PROPERTY	4,057	3,110	3,950		**				8	6	101.7%	3,989	101.7%	3,989*	112.6%	3,604*				
188049	21	CAREER EXECUTIVE A	3,864	3,110	3,950		**				11	10	83.4%	4,635	83.4%	4,635*	91.6%	4,220*				
188048	20	CAREER EXECUTIVE A	3,652	2,846	3,691		**				7	7	91.6%	3,987	91.6%	3,987*	97.3%	3,752*				
072002	19	DENTIST I	3,093	2,606	3,453		**				9	56	65.9%	4,691	65.9%	4,691*	65.5%	4,722*				
073006	19	01ST VET LVSTK INSP	3,112	2,606	3,453		**				7	20	97.5%	3,193	97.5%	3,193*	109.1%	2,853*				
188047	19	CAREER EXECUTIVE A	3,383	2,606	3,453		**				7	7	81.8%	4,138	81.8%	4,138*	96.1%	3,520*				
187023	19	SUPERT INST	3,153	2,606	3,453		**				9	62	96.9%	3,255	96.9%	3,255*	78.3%	4,036*				
005020	18	CIVIL ENGINEERING M	3,360	2,385	3,295		**				11	337	83.5%	4,022	83.5%	4,022*	93.8%	3,582*				
188045	18	ADM GENERAL SRV	2,574	2,385	3,296		**				8	7	54.9%	4,687	54.9%	4,687*	54.9%	4,687*				
188046	18	CAREER EXECUTIVE A	3,057	2,385	3,295		**				11	28	93.4%	3,274	93.4%	3,274*	101.9%	2,998*				

* Indicates match in one survey area only.

** Indicates no job match.

AVERAGE COMPA-RATIOS OF JOB MATCHES FOR GRADES 18 - 21

Approximately 238 Full-Time Employees in Grades 18-21 (Excluding University System)

0% 82.4% 92.5%

